



Board of Trustees Meeting – June 8, 2022

Appendix B

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WOU Board of Trustees Meeting – June 8, 2022
Dr. Paula Baldwin, Interim Director of Marketing & Communications

Our social media continues to increase its engagement and we are getting positive feedback. We are instituting a policy for our Facebook and LinkedIn pages, and we will do as much as possible with Instagram pages to have the English post followed by the Spanish post. Sarah and Olga are working out a communication schedule to make sure the posts are still timely. We are also working on having more ASL posts in our feeds and reels.

WOU Wednesdays continue to grow. Yeasty Beasty and Grain Station are recent additions. Some businesses in Independence have expressed an interest in becoming part of this event. Amber Deets and I will be visiting with the businesses to make sure they will continue this program through the summer. Our emphasis is on providing support for their businesses year- round.

We have a strong and ambitious agenda for the summer: we will have just under 40 days of outreach for the summer.

- 6/11,12. Taste of Woodburn. We are a sponsor, and we are tabling at this event both days.
- 6/24, 25, 26. Salem World Beat Festival. We are a sponsor, and we are tabling at this event.
- July through August. Monmouth: We have a banner at the Music in the Park series.
- July through August. Independence: River's Edge movie/live music series. We are a sponsor, and we have tabling space. I have reached out to Alyssa Rollins to see if any clubs or other areas want to use our tabling space.
- 7/2, 3, 4. City of Monmouth 4th of July. We are tabling at this event.
- 7/2, 3, 4. City of Independence 4th of July. We are a sponsor, and we are tabling at this event.
- August 20, 21. Independence Fiesta. We are a sponsor, and we are tabling at this event.

We will be using the prize wheel again at our tabling events as this as proved to be very successful. The use of the prize wheel is directed at parents with kids in the 9th grade and up. To spin the wheel, they must fill out a registration card or use the QR code to register. Admissions is staffing most of these events, but we are getting some help from Graduate Studies.

Dominique Vargas' bio and photo are up on the website, and we will link to the DEI page as soon as it is complete. I did an ad buy with Oregon Home/Oregon Business that includes an interview and a photo session. Their September issue focuses on Education, and it is also Hispanic Heritage month, so I thought Dominique would be a great fit and a nice way to introduce her to our community and beyond. Originally, I had wanted to use Dr. Peters, but the deadline is 8/1 and he doesn't start until 8/1.

Academic and Student Affairs Committee (ASAC) Report – May 2022

Tina M. Fuchs, interim Vice President for Student Affairs

Introduction

Spring term is a busy time in the Division of Student Affairs. From student leader elections, to programming, to recruitment and admitted student events, to recognition, we know no bounds that doesn't engage prospective or current students in some way. This Spring term has been no different and the report below reflects just some of the highlights within the Division of Student Affairs over the last few months.

This report is arranged in a manner that highlights Enrollment initiatives and updates first, followed by Student Engagement, Leadership, Retention, and Support Services. All updates are as of May 16, 2022.

Enrollment Management

Admissions

- Applications/Admitted Students
 - Overall applications are up 13.6%
 - Hispanic student applications are up 39%
 - Overall admits are up by 5.1%
 - Admitted Hispanic students are up by 25%
- Intent to Register – new students
 - 931 Students have completed the Intent to Register form.
 - 73% replied that they intend to register at WOU (677)
 - 27% have notified us that they are not attending WOU
- New Hires
 - Admissions continues its work to fill vacant positions.
 - One of two evaluator positions has been filled. Lisa Wilson started on May 9th.
 - Positions open: one evaluator position, one admissions counselor, and an assistant director of recruitment/transfer specialist.
 - The goal is to have them filled by August 1st.
- SLATE (Admissions Management and Tracking software)
 - Admissions is working with University Computing Solutions (UCS) to hire an Admissions Slate Analyst. This individual and their expertise will allow us to expand Slate so the application process will be paperless, and allow communication between Admissions and prospective students to be completely seamless. It will provide streamlined communication among Admissions staff and allow evaluators to process applications more efficiently. Position should be filled by August 1st.
 - In order to support the changes to Slate, Admissions identified three Slate Captains: the Director of Admissions, the Assistant Director of Visitation & Outreach, and the Assistant Director of Evaluation. They began a 240-hour training in May and will attend a Slate user conference Fall term.

Financial Aid

- The office of Financial Aid has sent a total of 2,737 award offers with just 20% of awardees having accepted at this time. Financial Aid continues to reach out to students, encouraging them to accept their aid.
 - Financial Aid began an outreach campaign to meet students in the Werner University Center and ask if they have questions about their financial aid, if they have accepted their aid, and if they have outstanding requirements. Assistant Director Leslie Lloyd is there each Tuesday in May from 11am-1pm. The goal of meeting students where they are is an effort to retain students and remove barriers. Within the first two weeks, 26 current students who all had tasks to complete have been assisted.
- FAFSA filings are down nationwide, with Oregon down 13.8%. WOU is currently down 7%, but we continue to reach out to students however we can to keep them engaged and moving through the FAFSA process.
- New financial aid counselor, Jeffery Clinton, began work on Monday, May 16th; on Wednesday, May 18th, bilingual counselor, Anel Venegas Trujillo accepted a position with OSAC as the State Grants Coordinator. Anel was recruited by the state for her background in financial aid and scholarships, and for her bilingual skills in Spanish. We wish her all the best!
- The Banner FA implementation project is on track according to the Project Plan but much integration work still needs to happen with large projects that may push the October 1, 2022 goal beyond this date. Staff are working hard to stay on track.

University Housing

- Current Housing Reservations for Fall 2022:
 - 440 new incoming fall reservations (compared to 459 this time in 2021)
 - 286 current residents have selected a room on campus for next year (compared to 233 this time last year)
- Two new staff have joined University Housing. Housing Maintenance and Lock Shop Supervisor, Janelle Hampton, and Receptionist, Olivia Pantoja. Two searches are underway for vacant positions including an accounting technician and interim coordinator, leadership & operations.
- University Housing is gearing up to host a large number of conferences this summer: a welcome return to pre-COVID conference activity.

Student Engagement, Leadership, Retention and Support Services

Abby's House, Center for Equity & Gender Justice

- In the 2022 legislative session, the Oregon State Legislature allocated funding to offset the losses from reduced VOCA (Victims of Crime Act) funding. This will continue the VOCA-FI grant for an additional two years beyond September 2022. The Legislature allocated \$124,016.00 to Abby's House to continue providing outreach services and confidential advocacy to survivors of interpersonal violence.

Child Development Center (CDC)

- Enrollment opened on May 2, 2022 for the 2022-23 academic year. We are already fully enrolled with a waitlist.
- CDC recently added Brightwheel Child Care software for 2022-23 academic year. This will help with managing records and communicating with parents.
- Upcoming projects:
 - The CDC has begun the process to convert one of our classrooms to a Dual Language Immersion Classroom (English/Spanish).
 - With Stabilization Grant funds, the CDC is adding a covered deck to the east end of the backyard and a bathroom to the CASE room in order to convert it into a part-time preschool classroom.

Office Disability Services (ODS)

- The Office of Disability Services welcomed new professional and student staff this spring term. Former student employee Rose Chism joins the professional staff as an Accommodations Coordinator and two new student interns have joined the student staff team. ODS is very excited for these additions and their contributions!
- ODS also recently purchased a multiple-campus management system to manage accommodations requests from Monmouth and Salem, at the same time. This new management system will provide efficiencies and organization for student's accommodation requests.

Multicultural Student Services and Programs (MSSP)

- MSSP offered 75 Diversity Scholarships to student scholarship applicants. All students have been contacted by both the Financial Aid Office and MSSP, via phone, text, and email. Diversity Commitment Scholars (DCS) recipients have until May 31, 2022 to accept their award. We are excited to have raised DCS awards this year and look forward to welcoming the new class.
- The David S. Brody Memorial Scholarship closed on May 1, 2022. This year, MSSP received 150 applications; the review process will begin soon, with a goal to offer two scholarships beginning Fall 2022.
- MSSP will be hosting the annual MSSP Graduation Recognition Dinner, on Wednesday, June 1, 2022. 79 graduates from the Diversity Scholars Program and the On-Track program will be recognized. We will also be recognizing our amazing student leaders, who dedicated their time to serve as coordinators for the Multicultural Representatives Mentor Program and on the Executive Board of the Multicultural Student Union, as well as our new incoming student leaders who have been selected to serve during the 2022-23 academic year. Graduating MSSP students have all been invited to attend along with their families, and celebrate their accomplishments.
- The [Multicultural Student Union](#) (MSU) hosted a successful 29th Annual Pow-Wow on April 30, 2022. The Pow-Wow featured a dinner catered by Sisters East

and over 16 Native American vendors from multiple tribes, who generously shared their cultural traditions and merchandise with our community. MSU is very grateful for all the Native dancers and drummers that shared their spirit and voices with the WOU community.

- Additionally, MSU is wrapping up the year with their last cultural event, [Nuestra Fiesta Latina](#), on Friday, May 20, 2022. This year's theme is "El Carnaval del Pueblo." The day will begin with a mid-day carnival on Church St., followed by dinner and entertainment in the early evening, and ending the night with a dance!

Student Conduct

- Student Conduct is currently reviewing the Code of Student Responsibility, a review that takes place at least once every five years. Suggestions and recommendations are being sought from the campus community, with an updated Code in place by September 1, 2022.
- Student Conduct has also started the process to recruit new members of the 2022-23 Student Conduct Committee, including students, faculty, and staff.

Student Engagement

- Events:
 - The Wolf Awards were held on Monday, May 16th to honor outstanding WOU students.
 - Mental Health Week occurred mid-May with a variety of activities in collaboration with many areas across campus.
 - 2022-23 ASWOU Student Government Elections – results are pending.
 - Lavender Graduation: June 9th – celebrating our LGBTQ+ graduating seniors.
 - Black Graduation: June 10th – celebrating our black graduating seniors.
- Projects:
 - MEChA will begin two murals in and on the WUC to be an inspiration to people of diverse backgrounds and create a sense of belonging.
 - The WUC Information Desk upgrade is moving along to a new model that has an ADA height counter integrated in the desk. This will also allow for the widening of the walkway past the Information Desk.
 - 'Egg chairs' have been ordered, based on student feedback (1 single person chair and 1 dual person chair) will be in place before the end of Spring term in the WUC.
- Student Media:
 - Northwest Passage will be publishing a special extended volume in celebration of their 80th year.
 - KWOU launched a podcast recording program and is working with UCS to get them online and available via Spotify.

Student Health and Counseling Center (SHCC)

- Updated crisis cards now include a BIPOC crisis line - staffed by BIPOC for BIPOC.
- SHCC brochures have been updated and are being translated into Spanish. Additionally, SHCC is creating materials geared toward families that will be translated into Spanish.
- All staff participated in mandatory Safe Zone training to better support LGBTQ+ students.

Upward Bound

- TRIO Upward Bound is returning to a full residential program this summer! Upward Bound is a year-round TRIO college preparation program for low-income and first-generation high school students from Central and Dallas High Schools. During the school year, Upward Bound provides tutoring, advising, workshops, and field trips. In the summer, students attend the Upward Bound (UB) Summer Academy, a six-week summer school program held at WOU.

Due to the Covid-19 pandemic, Upward Bound held a virtual summer program in 2020 and a hybrid summer program in 2021. This year, Upward Bound is returning to a fully residential six-week summer program. The high school students will stay in the residence halls Mondays-Fridays and spend the weekends at home. This gives Upward Bound students an opportunity to experience campus life while taking classes and participating in field trips and activities. Classes include math, science, English, foreign language, and a variety of enrichment courses. A highlight of Summer Academy is the career internship program. The summer before their senior year, Upward Bound students are placed in a professional internship opportunity for career mentorship and exposure to careers requiring a postsecondary degree. The UB Summer Academy will be held June 26 – August 5. Upward Bound is funded by a TRIO grant from the US Department of Education with additional support from WOU.

Veterans Resource Center (VRC)

- The VRC and WOU Student Veterans of America sponsored an egg hunt the week before Easter. The event was open to all students who were highly engaged. Over 500 eggs were hidden and nearly 200 students turned in eggs for prizes and candy over the course of the week! We are so grateful to have community support; Monmouth/Independence businesses donated over 70 individual prizes for this event.
- The VRC recently completed AI Portal and DoD MOU updates. These updates will allow military-connected students to use their military tuition assistance and G.I. Bill program benefits here at WOU.
- The 6th Annual [Memorial Day Banquet](#) occurs on May 31st; we are returning to in-person for the first time in three years.

- The VRC started a Veteran Stoles Program to honor our graduating Veterans. Students are encouraged to wear their stoles as a part of their academic regalia at Commencement in June.

Wolfstore

- A new Faculty Adoption Portal is in place for faculty to submit their course required materials. This will allow more textbooks and other course materials to appear on the bookstore website on the first day of student registration, so that students can see how much those materials cost *before* they register for the class!
- The Wolfstore is getting ready for Pride Month (June) to celebrate and honor our LGBTQ+ students, employees, and friends, and has ordered (and nearly sold out of) a new collection of WOU Pride t-shirts. If you visit the Wolfstore while on campus in late May or through June, you will see a Pride display in the window next to the entrance to the store.



Vice President for Student Affairs office

- VPSA will sponsor two Student Affairs staff attendance at the 36th annual [Hispanic Association of Colleges and Universities \(HACU\) conference](#). We know this is a great opportunity for professional development and an opportunity to learn initiatives, strategies, or programs to implement within units, the division or campus, considering our institutions' HSI goal, respectively.
- The traditions continued! The spring WOLF IT DOWN pancake feast will be held June 6th, 2022. Student Affairs directors will serve up free pancakes for students. We look forward to PACK Week for the annual Sunrise Ceremony pancake feast.
- The National Student Exchange Program (NSE) was selected as a WOU Foundation Competitive Grants recipient. With this grant, four eligible students will have their NSE application fee paid. A student will be considered eligible if a) they meet WOU NSE eligibility criteria, b) is a Pell Grant or Oregon Opportunity Grant recipient, and c) this is their first time applying for NSE. Award will be based on a first come, first apply format. [NSE](#) is a domestic collegiate study away program, with access to 160+ colleges and universities in North America, the Caribbean, and Guam. To learn more about student's NSE experiences, visit: <https://wou.edu/student/national-student-exchange-nse/nse-at-wou/>
- The Office of the Vice President for Student Affairs hosted our Spring 2022 Student Affairs Gathering on May 13, 2022. While most gatherings provide an opportunity for professional development, this gathering focused on recognizing staff in the division for all their hard work, contributions, and achievements over the course of the academic year. The gathering also included a presentation of the inaugural Student Affairs Recognition Awards: The Outstanding Staff

Teamwork Award (Antonio Castellanos), The Champion of Humble Service Award (Paula Verdegaal-Taylor), and The Service to Student Excellence Award (Alicia Monrroy). Finally, a division-wide *'Thank You, Student Affairs'* video was presented, which featured staff shoutouts and workplace spotlight. For award recipients details and to view the *'Thank You, Student Affairs'* video, visit: <https://wou.edu/student/studentaffairsgathering>.



2022 Student Affairs Recognition Award recipients (L/R) Antonio Castellanos, Alicia Monrroy, and Paula Verdegaal-Taylor,

Division of Student Affairs Other Information

Shout Out!

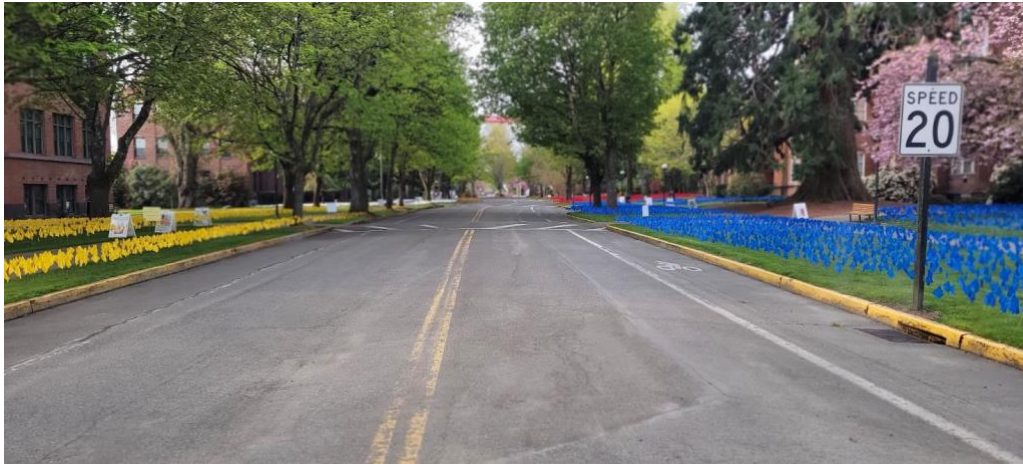
A shout out to all of our student award winners at our Wolf Awards event. Special recognition to our two Outstanding Graduating Seniors, the Delmer Dewey & Julia McCulloch Smith Award Winners:

Aliyah Favela
Cheyenne Bumgardner

A full list of award winners will be posted here: [Wolf Awards](#)

Spring Term SPOTLIGHT program

Holocaust Remembrance Day – April 28 – a traditional remembrance event at WOU to honor those lives lost during the Holocaust, sponsored by the office of Student Engagement. Special thanks to all of the volunteers who planted flags and then provided support to remove flags the following day.



Newsletters

In an effort to keep our community informed about the activities, events, and initiatives taking place within Student Affairs, several areas provide regular newsletters to the campus. Links to those newsletters are provided below.

[Student Affairs ENEWS](#)

[Multicultural Student Services and Programs \(MSSP\) Winter 2022 Newsletter](#)

[Abby's House May 2022](#)

[Service Learning and Career Development Spring Newsletter](#)

[Wolfie's Weekly- Student Engagement Newsletter](#)

WOU Board of Trustees Report—June 8, 2022

Ryan J. Hagemann, Vice President & General Counsel, Board Secretary

Board's Office

- Dedicated significant time and effort to WOU's presidential search, including contract negotiation and presidential appointment at the April 20, 2022 meeting
- Worked with the Office of the Governor on Board vacancies and the new processes by which all state board and commission vacancies are filled to prepare candidates for consideration during legislative days in June
- Continued work with Board Secretaries and the Oregon Council of Presidents on upcoming Association of Governing Boards (AGB) study on best practices for university governing boards; reviewed draft AGB report and prepared for legislative session
- Worked with Susan Castillo, DEIAC Chair, on second committee meeting and work with equity audits and DEIA dashboards
- Participated in the Public University Board Secretary group

Office of the General Counsel (including legal services and risk management)

- Reviewed and processed 161 contracts since April 2022, including many expedited contracts for emergency work and no-cost extensions and changes to grant documents
- Concluded RFP on external auditor and entered into contract negotiations
- Posted and closed RFP on search firm for VP Advancement and EDHR searches
- Posted and closed RFP on architectural services for the Student Success Center
- Worked with Facilities on procurement strategy for new steam tunnel after receiving funds from the Oregon Legislature
- Reviewed and processed multiple public records requests
- Conducted numerous investigations for complaints and grievances
- Continued work with PURMIT and the Risk Council on insurance renewals, including PURMIT meeting for FY22 renewals and significant work on insurance applications

- Provided substantial advice on various legal matters from the Board Chair, the president, and presidential cabinet members
- Continued collective outside counsel work on behalf of all four TRU institutions on new capital construction contract templates
- Continued work on documenting insurance information for DeVolder Building loss
- Continued revision of the university's new procurement code
- Continued revision of multiple contract and agreement templates for use by campus units, including but not limited to internship placement agreements, intergovernmental agreements, and partnership agreements
- Continued weekly HR advice meetings
- Continued monthly Facilities advice meetings
- Continued to process outstanding visas and permanency residency paperwork
- Participated in president's cabinet meetings
- Participated in bi-weekly COVID safety group meetings
- Participated in UDIAC meetings
- Participated in SEIU bargaining advisory group meetings
- Participated in Joint Labor Management Committee meeting for both WOUFT and SEIU
- Participated in the Public University General Counsels group
- Participated in Public University Risk Management and Insurance Trust (PUMRIT meetings)
- Participated in Public University Risk Council meetings
- Participated in Public University COVID Legal Group meetings
- Attended quarterly PURMIT meeting

Board of Trustees Report – June 8, 2022

Dr. Ana Karaman, Vice President for Finance & Administration

The Finance & Administration division gears up to closing FY22 year and preparing a schedule for summer projects to prepare the campus for the next academic year.

Bursar Office (Dona Vasas):

Dona Vasas is working on preparing to support students in the next academic year:

- Both Academic Year 22/23 fee book and Academic Year 22/23 special course and general service fee book are posted on the Bursar's website
- Summer 22 tuition calculator is up and running
- Financial literacy link is under development

Capital Planning & Construction (Gabriela Eyster):

Gabriela Eyster and Mike Elliot are working on several essential capital projects:

- RFQ/RFP for Student Success Center Architectural Services is posted and is closing on 5/20/22
- Steam Pipeline Repairs, engineering narrative is being finalized to be used on RFP for the tunnel system procurement
- Welcome Center mural installed

Public Safety and Facilities Services (Rebecca Chiles):

Rebecca Chiles leads the departments of public safety and facilities in preparation for graduation ceremony and summer projects.

- To improve campus communication, Ana attended a dinner for custodians on May 5th held by Rebecca to solicit input from the custodian on how campus community could help them to be more efficient and effective after the last workforce reduction

Accounting Services (Shadron Lehman):

Shadron Lehman is preparing for closing FY22 and FY22 Financial Statements Audit and Single Audit.

- Shadron and Ana met with Edie Bailey during their campus visit in preparation for the FY22 audits

WOU Quasi-Endowment Investment Performance:

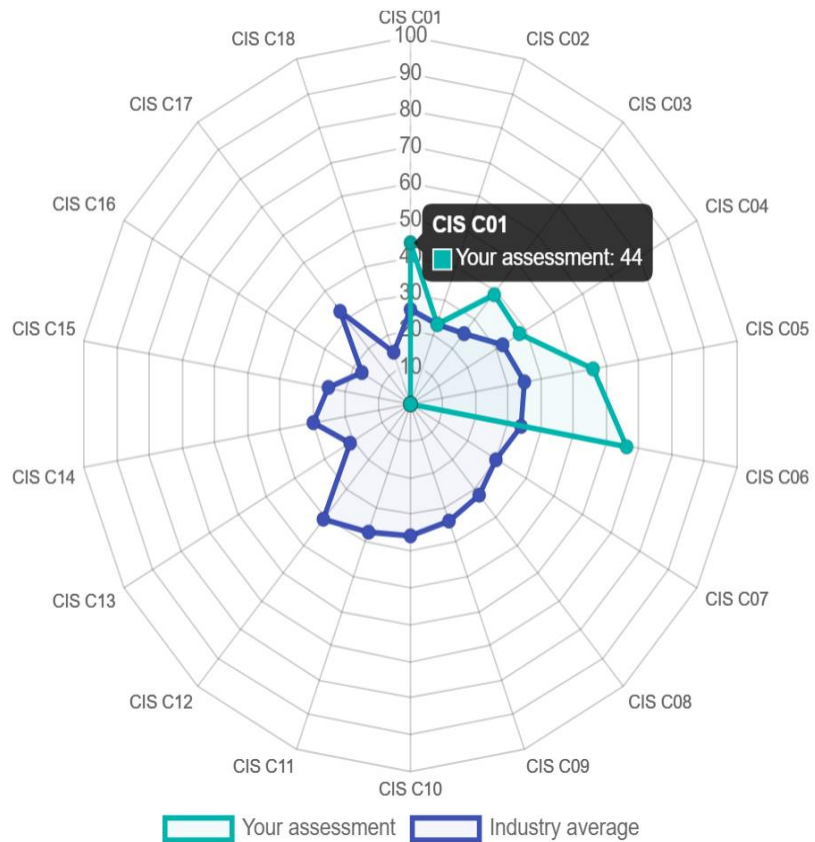
- The table below shows the WOU Quasi-Endowment Investment Values as of February 28, 2022.

WOU Quasi-Endowment Investment Values	
	2/28/2022
Blackrock MSCI ACWI IMI B - Equity	\$ 1,144,969
Legg Mason/Western Asset - Fixed Income	814,941
Cash	108,332
Total Market Value	\$ 2,068,242

University Computing Solutions (UCS) (Bill Kernan):

Cybersecurity

- UCS has upgraded an internal security tool to track IP addresses by country of origin. During the current conflict, this allowed us to deny access by Russia and Ukraine as advised by CISA (a homeland security entity).
- There is dramatic growth in campus cybersecurity culture as demonstrated by comparison to other educational institutions via the first six CIS controls. In all cases we are at or above all comparators.



Organizations used for Industry Average: 87

Hardware and Software

- UCS continues to deploy faculty and staff replacement computers, with about 95% of the 2012 - 2014 computers replaced.
- UCS continues to patch datacenter systems as vulnerabilities are reported to us by CISA. All RedHat operating systems are upgraded to RHEL7 or RHEL8.

Major Implementation Projects

- The Banner Financial Aid project has completed its second week of training. Ellucian technical team efforts have been very disappointing. To date, they have been unable to provide a training instance with WOU data included. Training has occurred on an Ellucian instance. Training has been productive.

Treasury Services (Darin Silbernagel):

- The net cash position as of February 28, 2022 is \$38,807,961.
- For the next 4 months, the total projected inflow is projected at \$41,913,990.
- For the next 4 months, the total projected outflows are \$52,888,064.
- The projected ending cash position is \$26,304,586 across all funds.
- [Click here](#) to view the February Cash Flow Narrative and Cash Flow Forecast.

Budget & Planning Office (Camarie Moreno):

- Samantha Cameron was hired as the Budget Analyst in February.
- FY23 budget development is underway.
- The Tuition and Fee Advisory Committee (TFAC) has completed its recommendation to the President for undergraduate resident tuition rate increase.
- Incidental Fee Committee (IFC) has completed its work setting the fee and allocation for next year; Incidental Fee Steering Committee (IFSC) will begin its work shortly with the goal of improving the process.
- Campus-wide budget reporting continues to be improved; monthly reports are now sent out that show actuals compared to budget as well as the same period in the prior month for all Education & General fund and Incidental Fee funded indices.
- All capital reimbursement requests for bonds issued in 2019 (ITC remodel, Welcome Center remodel, 2019 CIR) have been completed.
- The Integrated Postsecondary Education Data System (IPEDS) finance survey was completed.

Accounting & Business Services (ABS) (Shadron Lehman & Dona Vasas):

- Eide Bailey has issued their Single Audit report.
- Sergio Chavelas recently joined the ABS team as a Bilingual Receptionist.
- Tax reporting has been completed.

- Spring term tuition & fees have been assessed.
- Gabriela Eyster serves as the Interim Director of Capital Planning and Construction until the hiring process is complete for this position. Camarie Moreno is chairing the search.
- The Legislature allocated \$16.5M for the steam pipe line.
- Capital Funding Project Proposals for the next biennium funding request include the Health Sciences (APSC renovation), the CHAMPS project (NPE remodel and McArthur Field and stadium renovation), and Rice Hall Performing Arts remodel.

Campus Public Safety (Rebecca Chiles):

- Public Safety Officers participated in a racial justice training in February 2022. Officers learned about best practices for bias crimes investigations as well as the importance of cultural competency.
- Parking Services is working on electric vehicle (EV) chargers for the campus.
- The Occupational and Environmental Health and Safety (OEHS) Officer is updating OSHA required training.
- Self-defense trainings were provided for students the first week of March with another training planned for Spring term.
- Campus Public Safety (CPS) is working with the commencement committee on upcoming plans.
- CPS is also Working with the DeafBlind Interpreting National Training and Resource Center on campus.

Facilities Services (Rebecca Chiles):

- Facilities Services is working on upgrading the software program in order to increase efficiency, tracking of assets, work orders, and preventative maintenance. The name of the program that has been selected is Maintenance Connection. Facilities Services will be working on data entry and plans to have a go live date of July 1, 2022.
- Facilities Services set up and supported the Covid-19 vaccine clinic at Gentle House.
- Marsha Smith and Laura Tierney are retiring in April.
- Facilities Services was selected as Department of the Month by the Staff Senate in February.
- Rudy Rodriguez, Maintenance Electrician, was selected as Employee of the Month for February.

Human Resources (HR) & Payroll (Heather Mercer):

- Searches are now under way for our two open positions HR Data Coordinator and Retirement Coordinator.
- There are currently more than 40 open positions through recruitment.
- We are working on streamlining the hiring process. We have determined that our background check company can provide educational checks so that we don't need to require transcripts during the initial hiring process. We will not be asking for references until the final stages of the hiring process. We have made a few interim solutions to our current system and are looking into the possibility of purchasing a software solution that will greatly increase efficiency.
- HR has created the [WOU Careers](#) Instagram Page and it has nearly 150 followers.
- Web-time entry is now rolled out to all unclassified employees. Things are going well and we are receiving lots of positive feedback.
- Pandemic Pay was issued for classified employees. We only had one grievance which is being resolved.
- Faculty salary increases were issued within 16 day of the ratification of the CBA.
- We have been working with Pamela Farr, Warehouse Programmer, in UCS on creating data integrity reports, and have started to update some of the data.
- HR and the Sponsored Projects Office (SPO) are finishing up the final details of the Grants and Contracts transition and have met with all impacted employees.

Board of Trustees Report – June 8, 2022
Randi Lydum, Executive Director for Intercollegiate Athletics

GNAC Championship Update-

The women's track & field team won the GNAC Outdoor Championship for the first time since 2008. Baseball earned a share of the regular season title before winning the GNAC tournament and qualifying for the NCAA playoffs. The WOU men's and women's teams finished 4th (out of 10) in the 2021-22 GNAC All Sports Trophy standings.

Men's Soccer Update-

- 47 committed student athletes for Fall 2022. These students are registering for classes and completing all action items with great eagerness. The Fall team travel arrangements are in place, equipment and uniforms ordered and we are ready to begin our first competitive season in a few months.
- Current on-campus or virtually attending student athletes are helping get the word out about WOU and the program through social media and face to face contact. The spring ID camp drew nearly 40 student athletes from Arizona, California and other neighboring states. We are preparing to host joint camps with the women's soccer coaches in satellite locations and hoping to continue the growth of our programs through wider recruitment initiatives.

Gym Floor and Bleachers Project underway in New PE – due to the funding of the steam pipe project, we now can use \$1.6M of the capital repair monies we received in the 2021-22 Legislative session to replace the gym bleachers and floor. This decision had to be made now so the new floor and bleachers can be installed during the summer and be ready for the fall sports seasons for volleyball and basketball. The floor has been sanded and refinished multiple times over its life and now needs to be replaced. The new bleachers will be higher on the wall with different spacing that actually will permit an ~15% increase in seating capacity. The NPE gym has the largest seating capacity on campus and is used for Athletics, Physical Education courses, New Student Week sessions, the Cesar Chavez conference and many other yearly events.

Campus Recreation Update (HWC)- Campus Recreation has been through several transformational changes over the past year with the mission to provide active opportunities to enhance the student experience and create connections.

Enhance the student experience- (*student professional development*)

- WOU GROW meetings for our student employees to reflect on and connect their learning in the classroom and their employment with Campus Recreation.
- We had a 100% show rate for interviews scheduled in Spring term for the first time in about three years allowing us the ability to work on building back our student staff. The conversation rate of interviews to offers was 78%, out of 18 students interviewed, we offered 14 positions within Campus Recreation.

- This school year, over 70 student staff and community members in program areas of the American Red Cross (ARC) CPR, Water Safety Instructors, Lifeguards, Lifeguard instructors, and Wilderness First Aid and PCIA Professional Climbing Wall Instructors, were internally trained and certified by Campus Recreation.
- A student highlight regarding a former Facility Supervisor recently was awarded a Graduate Assistantship within the Campus Recreation Department with the University of North Texas.

Create connections- *(program impacts)*

- 5K Run Partnerships with the Stitch Closet, Color Run, fostering youth awareness and the Veterans Center, Ugly sweater run.
- Intramural Sports (IM) program reformatted its structure in response to shifting interests and social dynamics for group activities and sports. Traditional demand and emphasis have revolved around multi-week leagues with set match schedules and long-term commitments. While the student staff still provides structure and organization, the new emphasis is on more informal competition allowing students more flexibility in terms of commitment and schedule. A few examples of this new format include officiated Drop-In IM, and single-day tournaments such as bowling, golf, and cornhole. The unique participation in this new format exceeded 415 students with approximately 2,600 total participations during the 2021-22 academic year.
- Building back both Swimming and Climbing Youth lesson programs at Campus Recreation served over 150 participants and their families.
- 297 unique students participated on a Club Sports team this past year. 11 Club Sport teams have re-chartered for the 2022-23 school year and a 12th team has been added (Golf Club).
- The biggest highlight from Club Sports teams was Men's Rugby 15s winning the PacWest regional championships. The team advanced to the national championships in Houston Texas, where they placed 3rd.
- Additionally, during the spring term, the Men's Rugby 7s team placed 2nd in the conference tournament.

Board of Trustees Report – June 8, 2022**Dr. Rob Winningham, Provost & Vice President for Academic Affairs****1. Student Success and Advising**

Student Success and Advising continues to focus on building systems and processes to support foundational student success outcomes, in addition to providing direct advising services to key student populations at WOU. Recent initiatives include:

Increasing institutionalized support for TRIO program

Teacher Prep Student Support Services is a federally funded program that provides advising, academic, and personal support to Education majors who are low income, first generation, and/or have a documented disability. We are currently working to reallocate additional advising FTE to this program so we can expand support and serve our undocumented students, which is currently not allowable under the current grant-funded model.

First Year Retention Advisor

We are also reallocating some advising FTE to work more intensively with our first-year students whose pre-college characteristics suggest they may need additional support in their first term. In the following academic terms, this role will do early and intentional outreach to students who have received grades of “D”, “F”, or “W” in any of their coursework.

Degree Progression & Degree Completion Updates

We’re continuing to reach out to students who left WOU just short of completing their degree to help them make a plan for completion. We’re also beginning to work with an external vendor, Motimatic, to launch targeted social media campaigns to reengage students who have stopped out at WOU (at any point in their degree) and who we’ve been unable to reach by phone or text. Motimatic only charges us for students who return to WOU and register for a minimum number of credits.

2. Partnerships

Jessica Murfin, Partnership Specialist, has finalized [WOU's status as a premier partner school](#) with the [Amazon Career Choice program](#), effective April 6th. This program is particularly focused on the Amazon Associates at Amazon’s Salem Fulfillment Center, with the aim of expanding our focus to Amazon’s Woodburn Fulfillment Center once it opens in 2023. A press release has been published (e.g., see [coverage](#)) and marketing campaign are forthcoming. In terms of professional development workshops, JEDI 101 in the Workplace has wrapped up and participants thoroughly enjoyed their experience. We have also launched a new Leadership Series of professional development workshops, starting in June and running through the summer months. More information about these and other workshops can be found at wou.edu/prodev. In addition, the non-credit Spanish

workshops at Independence Elementary School are well underway and getting positive feedback from participants. At WOU:Salem, we are building out a comprehensive WOU:Salem rental pricing structure and process to expand the use and revenue of the facility. With the capitol building undergoing construction that is projected to last the next 1.5 years, we are already getting phone calls to schedule meetings for state agencies and work groups on a monthly basis throughout the construction timeframe! Lastly, progress is being made on WOU's partnership with SEIU to be included in their member benefits listing, offering a 20% tuition discount to all SEIU members for up to 12 credits per term.

3. Academic Effectiveness

Program Review

Mike Baltzley, Associate Provost for Academic Effectiveness, has hosted five Zoom sessions to answer questions about Program Review. In each session, a faculty member from a program that previously completed the Program Review process attended in order to answer questions and share their perspective—Margaret Manoogian (Gerontology), Patty Flatt (Chemistry), and Lars Soderlund (English Studies) each volunteered their time as our Program Review “veterans”. Colton Christian and Georgia Armitage from the Institutional Research Office also attended to answer questions about available data and to learn about the process since they are both new to the WOU Program Review process.

Annual Program Learning Outcome Assessment

Mike Baltzley, Associate Provost for Academic Effectiveness, has begun meeting individually with Program Assessment Coordinators to discuss 1) how their data collection is going for the 2021-22 academic year and 2) the status of their data collection plans for the 2022-23 academic year.

Last spring, the Faculty Senate surveyed faculty about the annual Program Learning Outcome Assessment process at WOU. Mike Baltzley discussed the results with faculty during the Assessment Day activities in the Fall term, with the Faculty Senate Executive Committee in the Winter term, and with the Faculty Senate in the Spring term. Due to the survey results:

- the reporting process was changed from two reporting deadlines each year (June 30th and Oct. 31st) to one reporting deadline (Oct. 31st)
- the Associate Provost for Academic Effectiveness recommended that the incoming Associate Provost consider moving away from Tk20 for the filing of assessment reports
- the Associate Provost for Academic Effectiveness recommended that Faculty Senate re-visit ideas for building time into the academic calendar for assessment, professional development, and cultural competency training
- Faculty Senate was asked to remind their colleagues of the many assessment-related professional development opportunities made available by the Center for Academic Innovation

4. Institutional Research (IR)

In the past 1.5 months, the IR Office has:

- Completed the Spring IPEDS report with assistance from the Human Resources, Business Office, the Financial Aid Office, and the Registrar's Office
- Completed 49 *ad hoc* data requests from campus community members
- Provided data to support tenure-track line requests
- Provided the Spring term quarterly Division Chairs reports
- Begun providing standard data and additional data requests to academic programs that will begin their Program Review in the Fall 2022 term
- Provided a summary of the organizational structure of 26 colleges and universities to the College Restructure Taskforce

5. Graduate Studies

Overall, graduate student enrollment has remained fairly steady this academic year. Applications for graduate programs are up by 14.8% compared to this time last year and applications for fall are trending even higher. As of May 2, we have processed 157 applications for fall, last year at this time we had processed 122 for fall, which is an increase of 28.7%.

Graduate Program Applications Processed	Total Apps
January 1, 2021-May 6, 2021	183
January 1, 2022-May 6, 2022	210

The EAB digital and email market campaigns are currently underway for both prospective graduate students and adult learners seeking undergraduate programs. As of early May, the parallel campaigns have reached close to 13,000 prospective students. In addition, a new Spotify campaign focused on graduate programs will be launched with EAB by the end of May.

6. Sponsored Projects Office

Proposal and grant activity:

We are continuing to see an upward trend in grant submissions and funding awarded. As of May 2022, 67 proposals have been submitted seeking close to \$38.3 million in external funding. Of these FY22 proposals, 22 have been funded so far for a total of \$12.8 million in external funds. For comparison, by May 2021, 54 proposals seeking close to \$10.7 million in external funding had been submitted and close to \$2.7 million had been awarded by this time last year. In sum, as of May 2022, we have been awarded \$10 million more in external funding compared to FY21, which is a 400% increase in funding awarded.

	# of Proposals Submitted	Funding Sought	# of Proposals Awarded	Funding Awarded
By May 2021	54	\$10,663,055	33	\$2,741,654
By May 2022	67	\$38,309,221	22	\$12,814,296

Noteworthy recent proposals:

WOU submitted 2 large proposals to the US Dept. of Education:

- Cindy Ryan from the College of Education, along with colleagues Andrea Emerson, Marie LeJeune, Ya-fang Cheng, and Jessica Dougherty, submitted a proposal for \$1.1M to the Office of Special Education to improve services to children with disabilities. With WOU as the lead institution, the proposed project leverages the long-term partnership WOU has with OSU.
- Maria Dantas-Whitney and Kristen Pratt from the College of Education submitted a proposal for \$2.9M to the Office of English Language Acquisition National Professional Development Program to train students and working teachers in best-practices for improving instructional practices for English Learners in Hillsboro and Salem-Keizer school districts.

Noteworthy recent awards:

Robyn Lopez-Melton, Director of the Center for Learning and Youth Development in TRI, received an \$8.4 million award from the Oregon Department of Education Early Learning Division to design, implement, and manage Oregon's first statewide child care substitute system.

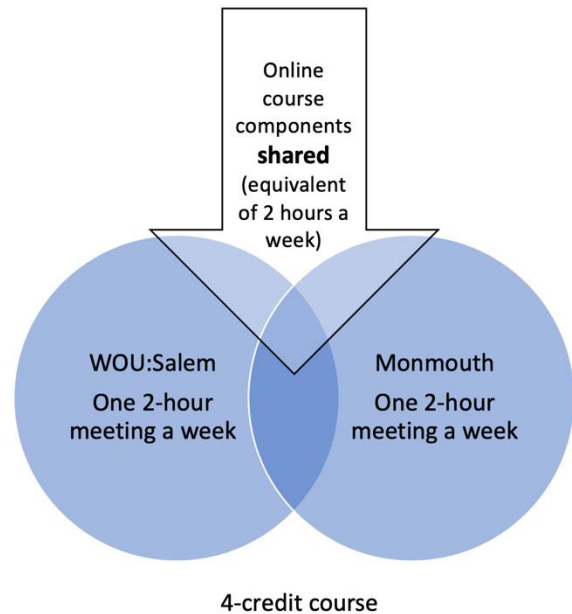
7. WOU:Salem

Teach-in-two-places pilot

In Winter 2022, we began piloting an initiative to leverage existing Monmouth-based courses to provide more opportunities at WOU:Salem. With this model, students can choose between Salem-based or Monmouth-based sections of a hybrid course while online components are combined into a single course. Instructors receive extra compensation for the additional face-to-face time as we build our presence in Salem while continuing to serve Monmouth students. Sociology, Data Analytics and other programs will be part of next year's efforts.

Expanding into Salem by teaching hybrid courses in two locations

- Why?
 - To serve students where and when they need classes
 - To build sustainable course sizes in Monmouth *and* Salem
 - To help programs build paths to higher enrollments by serving both campuses
- Under what circumstances?
 - When programs and faculty volunteer
 - When it is not sustainable to offer separate sections in both places



8. Transfer Students

Transfer student excess credits reduced by more than 50%

Among transfer students, we have seen: (1) a reduction of average credits at graduation from 227.8 in 2017 to 202.8 in 2020 (minimum of 180 credits needed to graduate), and (2) an increase in the proportion of transfer students who complete their WOU degree with fewer than 200 credits across all their college experience (from 33.43% of transfers in 2017 to 54.79% in 2020).

Excess credits among transfer students, 2017-2021

Year	Average total credits	Percent of students below 200 credits
2017	227.8	33.43%
2018	220.2	36.27%
2019	217.8	41.88%
2020	210.1	45.89%
2021	202.8	54.79%

Behind this progress is a coordinated effort to: (1) reconsider WOU's undergraduate curriculum and its accumulated, but fragmented, prescriptions and (2) rebuild it for today's WOU students to be purposeful, flexible and streamlined. WOU's undergraduate degrees require 180 credits. In 2016, we committed to streamlining undergraduate degree paths so that more students could eliminate excess credits and finish degrees as close to 180 credits as possible. This included:

- A new General Education program
- A policy that the AAOT satisfies WOU's General Education program, without addition university-level course requirements
- Elimination of the required minor
- Reduction of required upper division credits from 62 to 60, which is better aligned with our predominantly 3- and 4-credit courses
- 30-60-90
- Curricular transparency with four-year degree plans and the elimination of hidden prerequisites.

In addition, we have strengthened advising for this population in a variety of ways:

- In 2016, a committed faculty group (the Interdisciplinary Studies or IDS Advisory Board) took on responsibility for the Interdisciplinary Studies program, including advising students, implementing a capstone course, and providing oversight of the curriculum. This program provides options for students whose academic interests do not fit our existing curricular structure; the program is also invaluable for students who have earned credits in different areas complete their degree and reflect on its meaning, connections and applications.
- Our degree completion advisors work closely with the IDS program, and other academic programs, to assist students who have stopped out of WOU in finding path to completion. Since 2019, we have identified 320 potential degree completion students and 244 of those students have completed their degrees, some because the curricular revisions removed barriers to completion.

9. College of Education

- On April 18th, the College of Education hosted a welcome event as the Teacher Preparation Student Support Services (TPSSS) grant relocated to the Richard Woodcock Education Center. The event was well-attended by faculty, staff, and students and TPSSS director Jen Koshnick shared details about the services and programming that this federal TRIO grant provides to students on our campus. This is an important retention-elevating program on our campus.
- On April 27th, the College of Education hosted a remembrance event for Dr. Hank Bersani who was killed in a cycling accident 10 years ago. Dr. Bersani

was a professor of Special Education and was a person-centered advocate in his field for more than 40 years including serving as President of the American Association on Mental Retardation and effectively retiring the label “mental retardation” in his field. The event included friends and family from across the United States and Canada.

- On May 31st, the College of Education will recognize the incoming recipient of the T.H. Gentle Professor of Education as Dr. Marita Cardinal is recognized with this honor. The event will also recognize past recipients who were not able to be celebrated due to the pandemic including Dr. Megan Patton-Lopez (2021-2022), Dr. Melanie Landon-Hays (2021-2022), and Dr. Xiaopeng Gong (2020-2021). The event will take place in the Pastega Room (RVEC 101) of the Richard Woodcock Education Center at 4:00 pm on 5/31. Please join us!
- The Oregon Higher Education Coordinating Commission, in partnership with the Oregon Department of Education, recently awarded Western \$100,000 to be used as scholarships to support culturally and linguistically diverse future teachers enrolled in our educator programs.
- Western’s Educator Equity report, previously approved by the Board of Trustees, will be presented for feedback at the May 12th meeting of the Oregon Higher Education Coordinating Commission. Recall that this plan describes our efforts to support the recruitment, admission, retention, and competition of increasing numbers of culturally and linguistically diverse future educators in accordance with HB 3375 (2015).
- The College of Education Office of Justice, Equity, Diversity, and Inclusion continues to provide robust programming to support faculty and staff as we seek to improve our internal capacities to support, affirm, and include all individuals successfully in the academic programming in the College. These events for spring include:
 - JEDI Literacy Workshops, Collective Care in Higher Education, professional development sessions on socio-emotional learning in higher education
 - March 17th, 2022 – Learning session #1 on trauma-informed practices
 - April 14th, 2022 – Learning session #2 on trauma-informed practices
 - May 17th, 2022 – Creating a trauma-informed syllabus
 - June 22nd, 2022 – Reflecting on course planning for trauma-informed practices
 - JEDI Rooms for Collective Healing and Understanding
 - April 27th, 2022 – Featuring Gaby Gardiner from Basic Rights Oregon responding to national Don’t Say Gay legislation and collective responsibility in Oregon
 - Cultural Event – Asian, Asian-American, Pacific Islander Heritage Month Celebration
 - May 12th, 2022 – Where do we go from here? Reflections one year after the attacks in Atlanta featuring Kevin Kumashiro

10. College of Liberal Arts and Sciences

In the Behavioral Sciences Division, our newest faculty member, Dr. Jay Schwartz, just delivered a conference presentation and had two papers accepted for publication which are currently in press. Dr. Alicia Ibaraki recently gave an invited talk for the American Psychological Association—the largest professional organization in psychology—on health disparities in Asian American populations. Several WOU faculty also presented at the most recent Annual Meeting of the Western Psychological Association. Drs. Chehalis Strapp, Alicia Ibaraki, Brooke Nott, and Lauren Roscoe all contributed to a symposium on designing applied educational experiences for psychology students. Our Gerontology Department's Careers in Aging week during April was well-attended.

The Business & Economics Division has hired Ernie Buncal as a professional advisor for the division. They are also currently searching for a new faculty member, and recently submitted a new degree program in accounting through the curricular process. On May 25, a memorial bench in The Grove will be dedicated to our late Professor of Business, Dr. Hamid Bahari-Kashani, who died unexpectedly in April 2021. We look forward to having this special space on campus in which to honor his memory and legacy.

Computer Science has successfully concluded its search for a new faculty member who will start this fall and contribute to the new program in Data Analytics. They, along with faculty in our Art & Design Department, will celebrate the formal reopening of the newly remodeled ITC Building in May. We are also happy that the Oregon Gaming Project Competition has resumed its annual event on WOU's campus. This event brings hundreds of high school students and their families to our campus for an exciting competition each May. We are also pleased to announce that Dr. Breeann Flesch, Chair of Computer Science, has received this year's Pastega Award for Excellence in Service. Finally, [click this link](#) for exciting visuals about the ongoing iDance collaborative project between our Dance and Computer Science programs that brings computer programming into K-12 classrooms.

In the Creative Arts Division, our Theatre Department is happy to announce that they have received a grant from the National Endowment for the Arts to bring Portland's Spanish-speaking theatrical company, Teatro Milagro, to campus in Summer 2023 for a Spanish-language production of *The Abridged Works of William Shakespeare*. CAD will also be hosting a visit from LGBTQ rights activist Judy Shepard (mother of the late Matthew Shepard) in March 2023. The Creative Arts Division continues with its robust lineup of performances and events. In early May, the recent Spring Dance Concert returned to Rice Auditorium after a three-year hiatus, to resounding success. WOU's choral ensembles will soon depart for New York City, where they will perform at Carnegie Hall. This term's theatrical performance, *Baby with the Bathwater*, will take place from May 26-29, and this summer's Valley Shakespeare production, A

Winter's Tale, will be staged on the lawn outside Rice Auditorium from July 21-23 and July 28-30.

Our Criminal Justice Sciences Division had a very successful Criminal Justice Week in Winter term, and is now teaching courses in its new Cybercrime concentration and preparing for the Master of Justice Studies degree that will begin this fall. Both Criminal Justice and Computer Science convened successful meetings this term of their industry advisory boards, which have been critical for curricular development, community engagement and student success.

The Humanities Division continues to do outstanding work. Three WOU students were selected for the Sears Prize in Poetry. In April, a group of faculty from English, Communication, Philosophy, Art and Music met in person at an "Arts and Humanities" summit with their disciplinary counterparts at Chemeketa Community College, accompanied by WOU's LAS Dean Kathy Cassity and Chemeketa's Arts & Humanities Dean Keith Russell. Humanities, in partnership with our Library, is hosting a May 25th book launch celebration of our newly published Open Educational Resource, *Hispanic Origins of Oregon*, edited by WOU Associate Professor of Spanish Dr. Jaime Marroquin and supported by librarian Sue Kunda and the Instituto de Cultura Oregoniana. The book launch will be attended by author Olga Gutierrez Rodriguez as well as members of the Instituto and others.

In Natural Sciences & Mathematics, Dr. Gareth Hopkins, Assistant Professor of Biology, has been awarded the Pastega Award for Excellence in Scholarship, and Dr. Erin Baumgartner, Professor of Biology, is the recipient of the Pastega Award for Excellence in Teaching. These honors are very well deserved! Our FEM in STEM program hosted four events in Spring term, including a table for WOU GSA Day on April 22. This annual event brings regional high school students to WOU for tours, panels, and information on LGBTQ+ support on campus. They also hosted a FEM in STEM Spring Movie Night, showing *Secrets of the Surface: The Mathematical Vision of Maryam Mirzakhani*, a documentary about the first-ever female Fields Medalist (the "Nobel Prize" of Mathematics). Approximately 20 students, faculty and staff attended.

Our Social Science Division has successfully hired our first tenure-track faculty member with a social work specialty, and this new concentration will begin this fall. Division Chair Dr. Mary Pettenger continues to lead the working group developing a new Ethnic Studies program for WOU. The Social Science Symposium series continues as well, with Visiting Assistant Professor of History Dr. Ricardo Pelegrin Tabaoda delivering a lecture on the Cuban economy in early May. In addition, Dr. David Doellinger, Professor of History, has been engaged in a vigorous lineup of K-12 speaking engagements regarding the war in Ukraine. WOU's Model UN Club participated in a face-to-face Model UN conference in Los Angeles in late April. Also in April, Dr. Liz Swedo, Associate Professor of History, took two students from WOU's chapter of History honor society Phi Alpha Theta to a conference at Western Washington University in Bellingham, Washington. We would also like to congratulate

Professor of Anthropology Isidore Lobnibe on the publication of his new book from Indiana University Press, *Imagining Futures: Memory and Belonging in an African Family*

Finally, our work on the American Council of Education's Learner Success Lab is about to wrap up. In March 2022, Dr. Lars Soderlund, Associate Professor of English, along with Director of Service Learning & Career Development Adry Clark, presented our work at the annual meeting of the American Council of Education in San Diego. We are now drafting our final report for ACE, after which we will receive formal recommendations for both defining and enhancing learner success on WOU's campus.

Many additional collaborations, explorations and innovations are currently underway. Stay tuned, as we expect the 2022-23 academic year to bring many exciting new ideas and initiatives.

11. Library and Academic Innovation

WOU Library and Academic Innovation is hosted and coordinated the Centering BIPOC Voices and Histories at WOU Event Series in May.

The series was kicked off with a keynote address on May 12th by Walidah Imarisha on the Black History of Oregon and culminated with a book launch for "Los Orígenes Hispanos de Oregon" and a student-led George Floyd commemoration ceremony, both on May 25th. A full listing of these events, which have been coordinated in collaboration with many members of the WOU community, can be found on the [event website](#). Support for these events comes from President Jay Kenton and donors to the Hamersly Library.

Academic Innovation continues to offer a variety of workshops to instructors each term, focusing on teaching strategies, academic technology, and exploring pedagogy. More information about each programming option, including our Spring Term Calendar, can be found on the Center for Academic Innovation website (<https://wou.edu/cai/>). Highlights from Spring Term include a book group reading "What Inclusive Instructors Do" by Tracie Marcella Addy, Derek Dube, Khadijah A. Mitchell and Mallory SoRelle and workshops on active learning and inclusive grading practices.

As of Spring, Academic Innovation will also wrap up their first full year on Canvas, bringing our learning management system transition to a close.

Two new Catalyst programs will be offered this summer. Catalyst: Universal Design for Learning will be held in July, and Catalyst: Inclusive Teaching Practices will be held in August. Announcements will go out to faculty this coming week with information on how to apply.